

**SAGA COMMUNICATIONS OF TUCKESSEE, LLC**  
**EEO PUBLIC FILE REPORT**  
**ADDENDUM TO PUBLIC FILE REPORT**  
**APRIL 1, 2006 THROUGH MARCH 31, 2007**

**B. Recruitment/Referral Sources**

1.     **Job Title:       Program Director, WZZP**

Date Filled:     September 15, 2006

Note:            Extensive list of interviewees with notes/grades available.

Source A:        All Access

Contact:         Support

Address:         (website address) allaccess.com

Telephone:       None

Referred Person Hired?   Yes

Source B:        Clarksville/Montgomery County Career Center

Contact:         Donna Dunn

Address:         350 Pageant Lane, Clarksville, TN 37043

Telephone:       (931) 648-5530

Referred Person Hired?   No

Source C:        Educational Opportunity Center

Contact:         John Johnson

Address:         Austin Peay, PO Box 4667, Clarksville, TN 37044

Telephone:       (931) 221-7481

Referred Person Hired?   No

Source D:        Murray State University Hopkinsville Regional Campus

Contact:         Kelly Morse

Address:         5305 Ft. Campbell Blvd., Hopkinsville, KY 42240

Telephone:       (270) 707-1525

Referred Person Hired?   No

2.     **Job Title:       Chief Engineer**

Date Filled:     September 11, 2006

Source A:        Promotion from part-time contractor status to full-time status, and  
Exigent Circumstance\*

Referred Person Hired?   Yes

\*This position was filled under an exigent circumstance. For this position, an independent contractor was obtained on a part-time basis because management did not want the existing employee to know that he was being replaced. The independent contractor was soon thereafter promoted from part-time status to full-time status.

3.     **Job Title:**       **Sales Executive**  
      **Date Filled:**    March 19, 2007

Source A:       Unsolicited Resume  
Referred Person Hired? Yes

Source B:       Clarksville/Montgomery County Career Center  
Contact:       Donna Dunn  
Address:       350 Pageant Lane, Clarksville, TN 37043  
Telephone:     (931) 648-5530  
Referred Person Hired? No

Source C:       Educational Opportunity Center  
Contact:       John Johnson  
Address:       Austin Peay, PO Box 4667, Clarksville, TN 37044  
Telephone:     (931) 221-7481  
Referred Person Hired? No

Source D:       Murray State University Hopkinsville Regional Campus  
Contact:       Kelly Morse  
Address:       5305 Ft. Campbell Blvd., Hopkinsville, KY 42240  
Telephone:     (270) 707-1525  
Referred Person Hired? No

4.     **Job Title:**     **Sales Executive**  
Date Filled:     November 27, 2006

Source A:     Rehire\*  
Referred Person Hired? Yes

\* This person was a rehire. This sales representative resigned from the company due to a relocation of his family in 2002. He left on very good terms, and he and his family returned to the area in 2006.

Source B:     Recruitment ads on WCVQ  
Referred Person Hired? No

Source C:     Recruitment ads on WZZP  
Referred Person Hired? No

Source D:     Clarksville/Montgomery County Career Center  
Contact:     Donna Dunn  
Address:     350 Pageant Lane, Clarksville, TN 37043  
Telephone:   (931) 648-5530  
Referred Person Hired? No

Source E:     Educational Opportunity Center  
Contact:     John Johnson  
Address:     Austin Peay, PO Box 4667, Clarksville, TN 37044  
Telephone:   (931) 221-7481  
Referred Person Hired? No

Source F:     Murray State University Hopkinsville Regional Campus  
Contact:     Kelly Morse  
Address:     5305 Ft. Campbell Blvd., Hopkinsville, KY 42240  
Telephone:   (270) 707-1525  
Referred Person Hired? No

5. **Job Title: Sales Executive**  
**Date Filled: September 11, 2006**

Source A: Recruitment ads on WCVQ  
 Referred Person Hired? Yes

Source B: Recruitment ads on WZZP  
 Referred Person Hired? No

Source C: Clarksville/Montgomery County Career Center  
 Contact: Donna Dunn  
 Address: 350 Pageant Lane, Clarksville, TN 37043  
 Telephone: (931) 648-5530  
 Referred Person Hired? No

Source D: Educational Opportunity Center  
 Contact: John Johnson  
 Address: Austin Peay, PO Box 4667, Clarksville, TN 37044  
 Telephone: (931) 221-7481  
 Referred Person Hired? No

Source E: Murray State University Hopkinsville Regional Campus  
 Contact: Kelly Morse  
 Address: 5305 Ft. Campbell Blvd., Hopkinsville, KY 42240  
 Telephone: (270) 707-1525  
 Referred Person Hired? No

6. **Job Title: Sales Manager, WCVQ**  
**Date Filled: April 24, 2006**

Source A: Rehire & Exigent Circumstance\*  
 Referred Person Hired? Yes

\* This person was a rehire, AND he was hired in an exigent circumstance. This highly-valued sales professional resigned from the company in 2002 to start his own business, despite management's best efforts to keep him. Then, in 2006, he was quietly recruited to replace the existing sales manager. Management did not want the existing employee to know that he was going to be demoted.

7. **Job Title:** Sales Executive  
**Date Filled:** April 3, 2006

Source A: Rehire\*, Unsolicited Resume  
 Referred Person Hired? Yes

\*This valued, experienced employee left on very good terms with the company in 2003. She re-applied for her old position during an interview period following a series of radio recruitment ads, as well as a Job Fair that we hosted.

Source B: Job Fair on 1/18/06 hosted by WCVQ, WVVR, WZZP, & WEGI.  
 Referred Person Hired? Not this employee, but YES for a prior employee on 3/6/06.

Source C: Recruitment ads on WCVQ  
 Referred Person Hired? No

Source D: Recruitment ads on WVVR  
 Referred Person Hired? No

Source E: Recruitment ads on WZZP  
 Referred Person Hired? No

Source F: Recruitment ads on WEGI  
 Referred Person Hired? No

Source G: Recruitment ads on WKFN  
 Referred Person Hired? No

#### **D. Interviewees Per Recruitment/Referral Source**

On-Air Recruitment Ads = 1  
 Job Fair = 9  
 All Access website = 8  
 Clarksville/Montgomery County Career Center = 0  
 Educational Opportunity Center = 0  
 Murray State University Hopkinsville Regional Campus = 0  
 Unsolicited Resume = 5

## **E. Outreach Activities**

Saga Communications of Tuckessee, LLC is considered a "small market station" as defined by the FCC because it is located in a metropolitan area that has a population of fewer than 250,000 persons. Therefore, only one outreach activity must be performed per each one-year period. The following outreach activity was performed within the last one-year period.

### **Activity #1**

Name of Activity: **5-Star Radio Group Sales Recruitment Job Fair**

Date: June 28, 2006

Level of participation: **HOST**

This activity satisfies Menu Option #2: Host at least one job fair.

On June 28, 2006, 5 Star Radio Group hosted a Sales Recruitment Job Fair. Ads were run for a full week prior to the Job Fair, inviting interested applicants to come meet with the management team and key members of the sales staff of 5 Star Radio Group. This was advertised as an opportunity to learn about an exciting career in advertising sales, and it was an excellent opportunity for potential candidates to have all of their questions answered. We have performed several of these Job Fairs in the past, and they are always an excellent way for potential candidates to meet with our sales managers in a comfortable, informal setting.

Air times for the advertisements are available.